



1010 N. W.C. MacInnes Place, Tampa, FL 33602

Becky Berns  
Sr. Director of Human Resources  
Becky.Berns@StrazCenter.org

Telephone: 813-222-1006  
Email:

Date: May 22, 2020  
Via: Regular Mail

Steven Gustafson  
State Trade and Rapid Response Coordinator  
REACT Program  
107 E. Madison Street  
MSC 229  
Tallahassee, FL 32399-4137

Mayor Jane Castor  
306 East Jackson Street  
Tampa, FL 33602  
813-274-8251

RE: Tampa Bay Center Performing Arts Center Inc. (DBA: The David A. Straz Jr. Center for the Performing Arts)

Due to the unforeseeable decrease in business as a result of the COVID-19 pandemic and related governmental restrictions on permissible business operations, a recent announcement that all Broadway shows will be suspended through September 6<sup>th</sup>, the Straz Center for the Performing Arts now expects that it will be required to substantially reduce its planned operations at its above-described address. Consequently, the Straz Center is compelled to reduce its workforce significantly through furloughs (i.e., the employees will be on an unpaid leave of absence) and permanent lay-offs effective June 27, 2020 (this includes five impacted positions that will not be furloughed or laid off until July 31, 2020 and 28 individuals previously furloughed on 3/16/20 ).

There are no bumping rights and a list of those positions impacted is provided at the end of this letter. The decision and our inability to provide more advance notice are a direct result of the unanticipated effects of the current pandemic on the performing arts, and the fact that many of the shows we had hoped to have on our stages later this year will now be delayed.

Stagehands at the Straz Center are represented by the International Alliance of Theatrical Stage Employees, Local 321 (the "Union"), and the name and address of the chief elected officer of this Union is as follows:

Name: Dustin Adams, IATSE Local 321 President  
Address: 7211 N. Dale Mabry Hwy, #209, Tampa, FL 33614

We deeply regret and understand the uncertainty this will cause our valued employees. If you have any questions about the above information, please contact me using the contact information provided at the top of this letter.

Sincerely,



Becky Berns  
**Straz Center for the Performing Arts**

Specific to the 5/22/20 notice:

**Temporary Furlough – effective March 16, 2020:**

Job Code	Number of Affected Employees in each job code
147 - Utility Kitchen Worker	3
260 - Pastry Cook	1
37 - Cook	2
12 - Banquet Captain-Housemen	1
154 - Beverage Supervisor	1
17 - Bartender	4
62 - Environmental Services Tech	1
75 - House Manager	1
41 - Customer Services Sales Rep	4
20 - Cash Room Attendant	2
158 - Space and Equipment Coordinator	1
25 - Security Officer	5
25.1 - Security Screener	1
248 - Security Sergeant	1

**Temporary Furlough – effective June 27, 2020:**

Job Code	Number of Affected Employees in each job code
157 - Corporate Relations Manager	1
101 - Individual Giving Manager	1
46 - Development Assistant	1
47 - Development Coordinator	1
58 - Donor Services Coordinator	2
110 - Pastry Chef	1
123 - Restaurant Manager	1
18 - Banquet Manager	1
30 - Beverage Manager	1
12 - Banquet Captain-Housemen	1
2 - Administrative Assistant	1
120 - Programming Rentals Coordinator	1
242 - Senior Marketing Manager-Produced Events	1

125 - Senior Graphic Designer	1
247 - Marketing Coordinator - Events	1
71 - Group and Corporate Sales Coordinator	1
80 - HVAC Technician	1
61 - Electrician	1
65 - Floor Technician	1
93 - Maintenance Technician	2
117 - Production Manager	2
253 - House Audio/Video Technician	1
74 - House Flyman	1
97 - Master Electrician	1
250 - Assistant Ticketing Operations Manager	1
266 - Customer Service & Accessibility Manager	1
41 - Customer Services Sales Rep	1
2 - Administrative Assistant	1
92 - Mail Room and Supplies Coordinator	1
112 - Guest Services Manager	1
269 - Assistant Guest Services Manager	1
201 - Events and Guest Services Coordinator	1

**Temporary Furlough – effective July 31, 2020:**

Job Code	
11 - Ballet Mistress	1
87 - PCYB Principal	1
181 - Technical Director	1

**Permanent Layoff – Effective June 27, 2020:**

Job Code	Number of Affected Employees in each job code
206 - Sous Chef	1
234 - Concessions Manager	1
16 - Barista Supervisor	1
172 - Assistant Restaurant Manager	1
7 - Assistant Beverage Manager	1
177 - Catering Sales Assistant	1
86 - Kitchen Supervisor	1
37 - Cook	2
121 - Receptionist	1
305 - Technical Coordinator - Opera & Internal	1
97 - Master Electrician	1
152 - Sound Engineer	1
251 - Sr Manager of Customer Service & Training	1
41 - Customer Services Sales Rep	2
202 - Director of Guest Services	1
201 - Events and Guest Services Coordinator	1
207 - HR Specialist - Talent Acquisition	1
235 - Risk Management Specialist	1

125 - Senior Graphic Designer	1
102 - Music Chair	1
104 - Music Manager	1
164 - Collaborative Piano Specialist	1
140 - Theater Faculty FT	1
224 - Musical Theater Faculty FT	1
139 - Technical Supervisor	1
283 - Community Partnership Coordinator	1
187 - Student Affairs Coordinator	1
265 - Admissions Coordinator	1
259 - Community Programs Administrator	1
170 - Dance Administrative Coordinator	1
116 - Production Coordinator	1
223 - Production Associate	1
196 - Theater Administrator	1

**Permanent Layoff – Effective July 31, 2020:**

Job Code	Number of Affected Employees in each job code
56 - Director of Video Production	1
229 - Jr Systems Administrator	1